

INDIGENOUS SCHOLARS - Multiple Faculty Positions Open to all Faculties

Western University in London Ontario is situated on the traditional lands of the Chonnonton, Anishinaabek, Haudenosaunee and Lenape Nations, lands connected with the London Township and Sombra Treaties of 1796, and the Dish with One Spoon Covenant Wampum. In 2016, Western approved its first [Indigenous Strategic Plan](#) which seeks to create a community where “Indigenous peoples are engaging in all levels of work, study and research at Western University enriching campus for the benefit of all.” Now in its implementation phase, Western is working to increase Indigenous faculty, staff, and student representation alongside the creation of organizational structures and mechanisms that will assist the ongoing engagement of Indigenous peoples. Western has developed an [Office of Indigenous Initiatives](#) and appointed a Vice-Provost and Associate Vice President for Indigenous Initiatives who is supporting the development of these institutional priorities, as well as building an [Indigenous Learning Space](#) and developing Indigenous-centred and -developed curriculum as well as specific supports for Indigenous researchers. Western has also negotiated a [Letter of Understanding](#) with the University of Western Ontario Faculty Association (UWOFA) to support the research, teaching and service activities of Indigenous scholars.

As Western’s top strategic priority toward advancing Indigenous scholarship and teaching, the University is seeking to fill up to **4** new full-time Indigenous faculty member hires. These **4** new positions will complement the Indigenous hiring initiatives made across a variety of academic units at Western University within the past year, and the current Indigenous CRC cluster search. Applications are invited in any area of research: a focus on Indigenous research, teaching and service activities that include the application of Indigenous knowledge and/or ethical engagement and collaboration with Indigenous communities, organizations and/or institutions is welcome, but not required. Candidates whose work fits Western’s strategic priorities will be preferred: [Western Strategic Plan](#); [Indigenous Strategic plan](#). Applicants are asked to clearly indicate in their cover letter the Faculty(ies) or Department(s) to which they are applying. For those with interdisciplinary research areas, more than one Faculty or Department may be included.

The appointments may be probationary (tenure-track) at the rank of Assistant Professor or Associate Professor, or tenured at the rank of Associate Professor or Professor, depending on qualifications and experience. The anticipated start date will be July 1, 2022, or as negotiated. As part of Western’s commitment to respond to the Calls to Action of the Truth and Reconciliation Commission, the hiring process for these positions will **be limited to Indigenous applicants as outlined in Section 14 of the Ontario Human Rights Code**. **Candidates must self-identify in their cover letter.** Salary will be commensurate with qualifications and experience.

Successful candidates must have a doctoral degree (or equivalent), completed or in-progress in a discipline appropriate to the field of research, be engaged in a program of research and have a demonstrated record of excellence in scholarly research and teaching. Assessment of candidates will be based on research excellence, as reflected in standard academic criteria and/or evidence of community impact and Indigenous approaches to research, teaching and service. Applicants considered for a probationary appointment must have a demonstrated record of, or a strong potential for, excellence in scholarly research and teaching, appropriate to career stage. Candidates considered for appointments with tenure must have a strong academic record including publications in academic and/or community outlets and significant experience in teaching.

Applicants may wish to refer to the description of relevant academic responsibilities in the [Letter of Understanding - Indigenous Faculty Members](#) in the UWOFA Collective Agreement. Western recognizes that Indigenous research is a relational process that Indigenous scholars may engage in to support community sovereignty in their own matters. It is a process that requires considerable time, commitment, and principled approaches which is broader than mainstream conceptualizations and definitions of “research”; it is a relational approach that acknowledges the scholars’ ties to community, ceremony, human and non-human beings, the land, and sometimes even family. The successful candidates will join a transdisciplinary network of collaborative Indigenous researchers across Western University and will have an opportunity to shape partnerships with our University and community stakeholders at the local, provincial, national and international levels.

With an enviable national reputation and an international profile that ranks among the top universities world-wide, Western pushes the boundaries of pedagogical and scholarly excellence while setting a national standard for a student experience that is second to none. Western is fostering understanding and respect for, and reciprocal relationships with, Indigenous communities and organizations, including, for example, articulation agreements with Six Nations Polytechnic, and Memoranda of Understanding with the Southwest Ontario Aboriginal Health Access Centre, Southern First Nations Secretariat and Indspire. The University is working to support the recruitment and success of Indigenous undergraduate and graduate students, the integration of Indigenous cultures, approaches and perspectives into curricular offerings and research, collaboration with Indigenous communities, and recruitment and retention of Indigenous faculty and staff. Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Western is a founding member of Canada's U15, serves as a hub for more than 500 international research collaborations, and has been recognized as one of Canada's Top 100 Employers. There are more than 38,000 students within Western's 12 Faculties and Schools and 3 affiliated University Colleges. Approximately 4,000 faculty and staff work in partnership to deliver 400+ specializations, majors and minors, as well as innovative modular degree programs. For more information about Western's strategic priorities, visit [Western Strategic Plan](#) and [Indigenous Strategic Plan](#) and for information on Western's research areas please visit [Research Western](#)

Please note effective September 7, 2021, all employees and visitors to campus are required to comply with [Western's COVID-19 Vaccination Policy](#).

Applications will be reviewed by a multi-disciplinary committee and must include the following:

1. [Completed Application Form](#)
2. Cover Letter which includes:
 - self-identification as Indigenous: First Nations, Métis or Inuit preferred
 - description of social position/ality
 - identification of areas of interest in research and teaching
 - preferred academic Department/Faculty of appointment
3. Detailed *curriculum vitae*
4. Research plan [maximum 1 page]
5. Teaching philosophy [maximum 1 page]
6. Other supporting/explanatory material as relevant (e.g. career interruptions, non-academic paths/skills)
7. Names and email addresses of 3 referees, one of whom may be an Indigenous community leader.

Please send your complete application electronically as one PDF file in confidence to Sarah Prichard, Acting Provost & Vice-President (Academic), provostvpa@uwo.ca

Review of applications will begin on January 3, 2022 and continue until the positions are filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

Accommodations are available for applicants with disabilities throughout the application and recruitment process. If you require accommodations, please contact gstuebin@uwo.ca.

Posted on Faculty Relations website November 30, 2021 (#2021-080)